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ABSTRACT

This study surveyed the attitudes and participation patterns of Alabama public health workers involved during 1967-68 in statewide continuing education programs, combining telecasts with study manuals and group discussion; and analyzed their responses by age, sex, occupation, formal education, experience in public health, and the size of the public health departments employing them. Consideration was given to such criteria as participation in discussion sessions, use and evaluation of the manuals, relevance and usefulness of the telecasts, suitability of program topics, opinions on the value of the combined approach, and benefits perceived (improved knowledge and ability to serve) as a result of participation. Respondents showed very positive attitudes toward the total program; but they felt that the relationship of telecasts and study manuals to areas of work and responsibility needed improvement, and remarked that notes taken by the recorder were seldom referred to during discussion sessions. Moreover, the background variables all seemed relevant to certain aspects of participation and perceived program effectiveness. (LY)

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REACTIONS FROM ALABAMA PUBLIC HEALTH WORKERS ON A DEMONSTRATION CONTINUING EDUCATION PROJECT

by

Donnie Dutton, Ph.D.
Director of Adult Education
Memphis State University

Consultant for Adult Education
Southern Branch
The American Public Health Association

and

Frederick W. Hering, M.S.P.H.
Executive Secretary
Southern Branch
The American Public Health Association

Southern Branch
The American Public Health Association
Birmingham, Alabama

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CHAPTER I

INTRODUCTION

Background

Continuing education has been a major interest of the Southern Branch, American Public Health Association since its inception in 1934. Most of the educational activities were limited to annual meetings, publications, and an occasional workshop or institute prior to the early sixties.

During the past several years, the idea of a state-wide continuing education program was conceived. This changed from a dream to a reality with the Public Health Service funding a three year demonstration project aimed at improving the delivery of better health services. The grant provided for a demonstration project in three states (Alabama, North Carolina, and Louisiana), utilizing educational television, study manuals, and group discussion sessions as a unit to determine the feasibility of such an operation.

Alabama became the first of the three states to begin the program when in September 1967, public health workers throughout the state began viewing, in their health agency, weekly thirty minute educational television programs, supported by study manuals, and participating in thirty minute discussion periods following each program.

Purpose of the Study

Since Alabama was the first of the three states to begin the Continuing Education Program and was the only one that had completed one full year of programs, it was felt that feedback from the participants was essential to determining the progress being made. Therefore, this study was concerned with obtaining pertinent data relative to Alabama Public health workers' feelings regarding several facets of the program. More specifically, the study was undertaken to have a sound basis for making certain operational decisions, to determine the effectiveness of the educational sessions as stated from participating public health workers, and to examine these opinions relative to certain characteristics of these workers.

Methodology

Source of Data

The data for this study were obtained from a 20 per cent sample of the more than 1600 public health workers in Alabama. Every fifth name was selected for the sample from alphabetical lists furnished by the State Department of Health and Mobile and Jefferson County Health Departments. No attempt was made to stratify the sample by public health discipline, size of health department, or to differentiate state from county employees. A total of 383 public health workers were included in the sample. Of these, 11 questionnaires were returned marked deceased, no longer employed, or retired. No attempt was made to compensate for this by drawing a random sample of 11 more names. A total of 291 persons responded, resulting in a return rate of 76 per cent.

Collection of Data

The instrument used to collect the data in this study was a questionnaire developed by the Executive Secretary of Southern Branch, APHA (see Appendix B). The instrument was reviewed by the project staff for feasibility and clarity of items. The instrument was administered to three secretaries, who had participated in the continuing education programs, for the purpose of determining the length of time necessary for the completion and to ascertain any vocabulary difficulties.

The instrument was mailed to the sample population with a cover letter soliciting cooperation and a stamped return address envelope (see Appendix C). A second and third follow-up letter was sent to the total sample population approximately ten days apart commending those who had returned the questionnaire and urging the non-respondents to complete and return their forms (see Appendix D).

The data obtained were coded, punched on data processing cards, and analyzed using the facilities of the Jefferson County Health Department, Birmingham, Alabama, and Memphis State Computer Center.

Description of Dependent Variables

Six dependent variables relative to public health workers were examined in this study as follows:

1. Discipline
2. Sex
3. Age
4. Years of experience in public health
5. Level of education
6. Size of health department

The tables in Chapter III are presented in a different manner; however, this was done for mechanical reasons.

Statistical Technique

Due to various inhibiting factors such as cost, lack of time, lack of facilities, and methodology employed in the study, the data were not subjected to any statistical significant test. Therefore, any statement in the study relative to differences that appeared to exist are to be interpreted purely as a possible trend or tendency. The significance of any difference is left solely to the discretion of the reader.

Hypotheses

Since this was an exploratory study to ascertain what factors tended to affect the outcome, no hypotheses were developed.

CHAPTER II

PRESENTATION OF DATA BY ITEM

The purpose of this chapter is to present the results of the numerical and percentage responses to each of twenty-nine items selected from the overall questionnaire. No attempt will be made to discuss or analyze any of this. This responsibility must be borne by the reader.

ITEM	CATEGORY	NUMBER	PER CENT
1. Did you read the study manuals prior to the showing of the television programs?	Usually	161	77.0
	Seldom	48	23.0
	TOTAL	208	100.0
2. Do you feel the study manuals correlated well with the television programs?	Usually	139	67.1
	Seldom	68	32.9
	TOTAL	207	100.0
3. Did the study manuals provide you with new and useful data?	Usually	139	66.8
	Seldom	69	33.2
	TOTAL	208	100.0
4. Did you find the study manuals related to your area of work and responsibility?	Usually	77	36.8
	Seldom	132	63.2
	TOTAL	209	100.0
5. Did you find the study manuals easy to read and understand?	Usually	190	90.9
	Seldom	19	9.1
	TOTAL	209	100.0
6. Did you look forward to receiving the study manuals?	Usually	121	59.0
	Seldom	84	41.0
	TOTAL	205	100.0

ITEM	CATEGORY	NUMBER	PER CENT
7. Preference for time of showing the television programs?	Morning	122	59.5
	Afternoon	83	40.5
	TOTAL	205	100.0
8. Do you feel the television programs provided you with new and useful information?	Usually	144	69.2
	Seldom	64	30.8
	TOTAL	208	100.0
9. Do you feel the television programs related to your work and responsibility?	Usually	94	45.6
	Seldom	112	54.4
	TOTAL	206	100.0
10. Did you find the television programs easy to understand?	Usually	174	83.6
	Seldom	34	16.4
	TOTAL	208	100.0
11. Did you look forward each week to viewing the television programs?	Usually	107	51.7
	Seldom	100	48.3
	TOTAL	207	100.0
12. Do you feel that on the average the thirty-minute television programs were:	Too long	14	6.7
	Too short	3	1.4
	About right	191	91.9
	TOTAL	208	100.0
13. Do you feel the television programs scheduled for September, 1968, through May, 1969, should be shown:	1/week	90	43.5
	2/month	66	31.9
	1/month	51	24.6
	TOTAL	207	100.0
14. Do you feel the television speakers presented their information and materials adequately?	Usually	145	70.4
	Seldom	61	29.6
	TOTAL	206	100.0
15. Do you feel the visual aids used in the television programs were adequate?	Usually	132	64.7
	Seldom	72	35.3
	TOTAL	204	100.0
16. Do you feel the topics selected were appropriate?	Usually	158	76.3
	Seldom	49	23.7
	TOTAL	207	100.0

ITEM		CATEGORY	NUMBER	PER CENT
17.	Do you feel that the television speakers were well prepared?	Usually	176	85.4
		Seldom	30	14.6
		TOTAL	206	100.0
18.	Did you participate actively in the discussion periods?	Usually	121	58.7
		Seldom	85	41.3
		TOTAL	206	100.0
19.	Did you feel the discussion periods were informative and educational?	Usually	129	62.3
		Seldom	78	37.7
		TOTAL	207	100.0
20.	Do you feel the discussion periods were related to your work and responsibility?	Usually	116	56.3
		Seldom	90	43.7
		TOTAL	206	100.0
21.	Do you feel that the seating arrangement during the discussion periods helped people to participate in the discussion?	Usually	137	67.5
		Seldom	66	32.5
		TOTAL	203	100.0
22.	Were the notes taken by the recorder referred to during the discussion periods?	Usually	37	19.5
		Seldom	153	80.5
		TOTAL	190	100.0
23.	In general, do you feel that this Continuing Education Program has been beneficial to you?	Satisfied	174	83.3
		Dissatisfied	35	16.7
		TOTAL	209	100.0
24.	Do you feel that the combination of the study manuals, television programs, and discussion periods constitutes an effective learning experience?	Agree	166	79.8
		Undecided	29	13.9
		Disagree	13	6.3
		TOTAL	208	100.0
25.	Do you feel that educational television should be recommended as a useful way of conducting programs for public health workers?	Agree	167	79.9
		Undecided	31	14.8
		Disagree	11	5.3
		TOTAL	209	100.0

ITEM		CATEGORY	NUMBER	PER CENT
26.	Do you look forward to participating in the next series of Continuing Education Programs?	Much	136	65.7
		Little	71	34.3
		TOTAL	207	100.0
27.	As a result of the Continuing Education Program, I have a better understanding of my job.	Agree	120	59.1
		Undecided	41	20.2
		Disagree	42	20.7
		TOTAL	203	100.0
28.	As a result of the Continuing Education Program, I have a better understanding of the work of other staff members.	Agree	172	83.5
		Undecided	19	9.2
		Disagree	15	7.3
		TOTAL	206	100.0
29.	As a result of the Continuing Education Program, I am providing better services to clients.	Agree	117	58.2
		Undecided	50	24.9
		Disagree	34	16.9
		TOTAL	201	100.0

30. Best programs last year.*
    a) Our Public Image
    b) Tuberculosis Control: Local Action
    c) Tuberculosis Control: An Overview
    d) Pollution and Solid Waste Disposal

31. Poorest programs last year.*
    a) Total Man and His Total Environment
    b) Environment for the Aging
    c) Your Community

32. Which programs helped you most?*
    a) Our Public Image
    b) Tuberculosis Control: An Overview
    c) Communication

*Based on recall among all programs shown (list not presented in questionnaire).

CHAPTER III

COMPARISON OF CERTAIN ITEM DATA WITH OTHER SELECTED VARIABLES

The purpose of this chapter was to compare selected characteristics of Alabama public health workers with their reactions to certain items concerning the Continuing Education Program. Each of these items were analyzed against the following variables: (1) discipline; (2) age; (3) sex; (4) years of experience in public health; (5) formal education; and (6) size of health department in which the participants were employed. The items against which the above mentioned characteristics of Alabama public health workers were compared were as follows:

1. Number of programs in which they participated.
2. Frequency of reading study manuals.
3. Frequency of correlation between study manuals and television programs.
4. Frequency of study manuals providing new and useful information.
5. Frequency of relationship between study manuals and participants' areas of work and responsibilities.
6. Frequency of television programs providing new and useful information
7. Frequency of television programs relating to participants' areas of work and responsibility.
8. Frequency of appropriateness of program topics selected.
9. Frequency of participation in the discussion periods.

10. Frequency of discussion periods being educational.

11. Frequency of discussion periods relating to participants' areas of work and responsibility.

12. Satisfaction or dissatisfaction with the benefit received from participating in the programs.

13. Reaction towards the idea that television programs, study manuals, and group discussion sessions constitute an effective learning experience.

14. Reaction towards recommending educational television as a means of conducting programs.

15. Enthusiasm towards participating in the next series of programs.

16. Whether participants now possessed a better understanding of their jobs.

17. Whether participants now possessed a better understanding of other staff members' jobs.

18. Whether participants were now providing better service to their clientele.

The format of this chapter will reflect these eighteen items.

Number of Programs in Which Employees Participated

Six characteristics related to Alabama public health workers were examined in relation to the number of programs in which they participated. These are presented in Table 1.

Discipline.[1]--Table 1 shows that there was very little difference in the participation rate by discipline. Approximately 70 percent or more of all disciplines participated in more than 20 of

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[1]Due to the small number of health officers in the study, they were not included as a separate discipline in the tables and analysis. However, realizing the interest of public health employees in this category, the health officers responses to these same items are in Appendix A.

TABLE 1.--A comparison of selected variables and the number of programs in which Alabama public health workers participated

Variables	Number of Programs							
	21-30		11-20		10 or Less		Total	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Discipline								
Secretary	53	69.7	12	15.8	11	14.5	76	100.0
Nurse	24	70.6	6	17.7	4	11.7	34	100.0
Sanitarian	30	78.9	6	15.8	2	5.3	38	100.0
Other	12	75.0	3	18.7	1	6.3	16	100.0
Age								
Under 35	51	62.2	19	23.2	12	14.6	82	100.0
35 and over	88	72.7	19	15.7	14	11.6	121	100.0
Sex								
Male	44	72.1	12	19.7	5	8.2	61	100.0
Female	92	67.6	25	18.4	19	14.0	136	100.0
Years of experience in public health								
Less than 2	43	59.8	15	20.8	14	19.4	72	100.0
2-9	39	66.2	10	16.9	10	16.9	59	100.0
10 or more	44	77.2	11	19.3	2	3.5	57	100.0
Formal education								
College graduate	32	66.7	9	18.7	7	14.6	48	100.0
Some college	41	64.1	15	23.4	8	12.5	64	100.0
High school or less	66	72.5	15	15.4	11	12.1	91	100.0
Size of departments								
Small	49	80.4	6	9.8	6	9.8	61	100.0
Medium	27	62.8	10	23.3	6	13.9	43	100.0
Large	63	63.6	22	22.2	14	14.2	99	100.0

the programs. The sanitarians were the most participative with 78.9 per cent in the 21-30 category and secretaries with 69.7 per cent in the 21-30 category.

Age.--Those 35 years of age and older were more apt to participate (72.7 per cent) than those under 35 (62.2 per cent) as indicated by Table 1.

Sex.--Table 1 points out that there was very little difference in the participation rate by sex. Males had a tendency to participate more often than females (72.1 to 67.6 per cent in the 21-30 category).

Years of experience in public health.--As indicated by Table 1, the more years of experience in public health, the more likely the participants were to participate in more than 20 programs.

Formal education.--Those with no college experience were more likely to participate than those with some college or those with a college degree. However, Table 1 points out that there was not very much difference between the groups.

Size of departments.[1]--Those employees working in medium and large size departments were less likely to participate than those in a small department (Table 1). Small health department employees had about 80 per cent to participate in 20 or more programs as compared with about 63 per cent each for the other two groups.

Frequency of Reading Study Manuals

Six characteristics related to Alabama public health workers were examined relative to the frequency with which the participants read the study manuals. These are presented in Table 2.

Discipline.--Table 2 shows that there was little difference in the frequency of reading the study manuals by the various disciplines.

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[1] Small - less than 10 employees
Medium - 10 to 49 employees
Large - 50 or more

Approximately 75 per cent of all disciplines indicated that they usually read the study manuals.

Age.--As shown by Table 2, employees 35 years of age and over were more inclined to read the study manuals than those under 35 (80.6 to 71.4 per cent).

Sex.--There was no difference in the frequency rate of reading the study manuals by sex. Both males and females indicated that approximately 77 per cent of their sex usually read the study manuals (Table 2).

Years of experience in public health.--Table 2 points out that there was a tendency for those with less than 2 years of experience to read the manuals more frequently than those with 2 or more years. Approximately 80 per cent of those with less than 2 years reported that they usually read the manuals as opposed to about 73 per cent of the other two groups.

Formal education.--Approximately 81 per cent of the employees with a high school diploma or less usually read the manuals (Table 2). This was followed by 75.5 per cent of the college graduates and 73.8 per cent of those with some college.

Size of departments.--There was very little difference in the frequency with which public health workers read the study manuals and the size of the health department in which they were employed (Table 2). Approximately 77 per cent of all three sized departments indicated that they usually read the manuals.

Correlation Between Study Manuals and Television Programs

Six characteristics related to Alabama public health workers were examined in relation to the frequency with which they felt the study manuals correlated with the television programs. These are presented in Table 3.

TABLE 2.--A comparison of selected variables and the frequency of reading the study manuals by Alabama public health workers

Variables	Frequency of Reading Manuals					
	Usually		Seldom		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Discipline						
Secretary	60	75.9	19	24.1	79	100.0
Nurse	25	73.5	9	26.5	34	100.0
Sanitarian	29	76.3	9	23.7	38	100.0
Other	26	78.8	7	21.2	33	100.0
Age						
Under 35	60	71.4	14	28.6	84	100.0
35 and over	100	80.6	24	19.4	124	100.0
Sex						
Male	48	77.4	14	22.6	62	100.0
Female	109	77.3	21	22.7	141	100.0
Years of experience in public health						
Less than 2	58	79.4	15	20.6	73	100.0
2-9	44	73.3	16	26.7	60	100.0
10 or more	44	73.3	16	26.7	60	100.0
Formal education						
College graduate	37	75.5	12	24.5	49	100.0
Some college	48	73.8	17	26.2	65	100.0
High school or less	76	80.8	18	19.2	94	100.0
Size of department						
Small	49	77.8	14	22.2	63	100.0
Medium	34	75.6	11	24.4	45	100.0
Large	78	77.2	23	22.8	101	100.0

Discipline.--Table 3 indicates that nurses felt that the manuals and television programs correlated well together more so than the other disciplines (about 76 per cent as opposed to approximately 66 per cent for the other three discipline categories).

Age.--Those participants 35 years of age and older indicated a much higher degree of correlation between the manual and the television programs. About 73 per cent of this age group reported a frequent correlation, while only 59 per cent of those under 35 indicated the same (Table 3).

Sex.--Females reported a more frequent correlation between the study manuals and television programs than did the males (70 and 62.3 per cent respectively) as indicated by Table 3.

Years of experience in public health.--Those participants with 10 or more years of experience indicated a more frequent correlation between the study manuals and television programs than those with less than 10 (Table 3). This was followed by those with less than 2 years and then by those with 2 to 9 years of experience.

Formal education.--The amount of formal education of the participants did not affect the frequency of correlation between the study manuals and television programs as shown by Table 3. Approximately 67 per cent of all three categories indicated that the manuals and television programs usually were correlated.

Size of department.--Table 3 points out that as the size of the health department increased, the frequency of correlation between the manuals and television programs decreased. Approximately 82 per cent of the participants from small health departments, 77.8 per cent of

TABLE 3.--A comparison of selected variables and the frequency of correlation between study manuals and television programs as stated by Alabama public health workers

Variables	Frequency of Correlation					
	Usually		Seldom		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Discipline						
Secretary	51	64.6	28	35.4	79	100.0
Nurse	25	75.8	8	24.2	33	100.0
Sanitarian	25	67.6	12	32.4	37	100.0
Other	22	66.7	11	33.3	33	100.0
Age						
Under 35	49	59.0	34	41.0	83	100.0
35 and over	90	73.2	33	26.8	123	100.0
Sex						
Male	38	62.3	23	37.7	61	100.0
Female	98	70.0	42	30.0	140	100.0
Years of experience in public health						
Less than 2	48	66.7	24	33.3	72	100.0
2-9	37	61.7	23	38.3	60	100.0
10 or more	42	71.2	17	28.8	59	100.0
Formal education						
College graduate	33	67.4	16	32.6	49	100.0
Some college	44	67.7	21	32.3	65	100.0
High school or less	62	66.7	31	33.3	93	100.0
Size of department						
Small	51	82.3	11	17.7	62	100.0
Medium	35	77.8	10	22.2	45	100.0
Large	53	53.0	47	47.0	100	100.0

those from medium sized health departments, and only 53 per cent of those from large departments responded in the "usually" category.

Frequency of Study Manuals Providing New and Useful Information

Six characteristics related to Alabama public health workers were examined in relation to the number of programs in which they participated. These are presented in Table 4.

Discipline.--Table 4 shows that nurses and secretaries were more inclined to feel that the study manuals provided new and useful information.

Age.--Age did not appear to be a factor in the frequency with which participants felt that the study manual provided them with new and useful information (Table 4). About 66 per cent of both groups indicated that the study manuals usually provided new and useful information.

Sex.--Table 4 also points out that sex was not a factor, with both male and females placing about the same per cent of responses in the "usually" category (66.1 and 67.4).

Years of experience in public health.--As shown by Table 4, the longer the participants had been employed in public health, the less likely they were to indicate that the study manuals provided new and useful information. Seventy-four per cent of those with less than 2 years of experience, 65 per cent of those with 2-9 years of experience, and only 58.3 per cent of those with more than 10 years experience indicated that the study manuals usually provided new and useful information.

Formal education.--Table 4 points out that those participants with no college experience felt that the study manuals provided more new

TABLE 4.--A comparison of selected variables and the frequency of study manuals providing the participants with new and useful information as stated by Alabama public health workers

Variables	Frequency of Providing New and Useful Information					
	Usually		Seldom		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Discipline						
Secretary	55	69.6	24	30.4	79	100.0
Nurse	24	70.6	10	29.4	34	100.0
Sanitarian	24	63.2	14	36.8	38	100.0
Other	20	60.6	13	39.4	33	100.0
Age						
under 35	55	65.5	29	34.5	84	100.0
35 and over	83	66.9	41	33.1	124	100.0
Sex						
Male	41	66.1	21	33.9	62	100.0
Female	95	67.4	46	32.6	141	100.0
Years of experience in public health						
Less than 2	54	74.0	19	26.0	73	100.0
2-9	39	65.0	21	35.0	60	100.0
10 or more	35	58.3	25	41.7	60	100.0
Formal education						
College graduate	30	61.2	19	38.8	49	100.0
Some college	40	61.5	25	38.5	65	100.0
High school or less	68	72.3	26	27.7	94	100.0
Size of department						
Small	45	71.4	18	28.6	63	100.0
Medium	29	64.4	16	35.6	45	100.0
Large	65	64.4	36	35.6	101	100.0

and useful information than those with some college or those with a college degree (72.3, 61.5, and 61.3 per cent respectively).

Size of department.--Those participants employed by small health departments felt that the study manuals provided more new and useful information than did those from medium and large sized health departments (Table 4). Approximately 71 per cent of the participants from small health departments felt this way as opposed to 64.4 per cent each for the other two categories.

Relationship of Study Manuals to Participants' Areas of Work and Responsibilities

Six characteristics related to Alabama public health workers were examined in relation to whether they felt that the study manuals were related to their area of work and responsibility. These are presented in Table 5.

Discipline.--Table 5 indicates that the study manuals did not frequently relate to the participants' areas of work and responsibility. One-half of the nurses rated it in the "usually" category; however, 60.5 per cent of the sanitarians, 60.6 of the "other" category, and 68.4 per cent of the secretaries stated that it seldom was related to their work and responsibility.

Age.--As shown by Table 5, over one-half of both age groups felt that the study manuals seldom related to their area of work and responsibility. However, there was a major difference, with 78.6 per cent of those under 35 years of age rating it this way, while only 52.4 per cent of those 35 and over gave it a "seldom" rating.

TABLE 5.--A comparison of selected variables and the frequency of relationship beween the study manuals and the areas of work and responsibility of Alabama public health workers

Variables	Frequency of Relationship					
	Usually		Seldom		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Discipline						
Secretary	25	31.6	54	68.4	79	100.0
Nurse	17	50.0	17	50.0	34	100.0
Sanitarian	15	39.5	23	60.5	38	100.0
Other	13	39.4	20	60.6	33	100.0
Age						
Under 35	18	21.4	66	78.6	84	100.0
35 and over	59	47.6	65	52.4	124	100.0
Sex						
Male	25	40.3	37	59.7	62	100.0
Female	50	35.5	91	64.5	141	100.0
Years of experience in public health						
Less than 2	18	24.6	55	75.4	73	100.0
2-9	21	35.0	39	65.0	60	100.0
10 or more	26	43.3	34	56.7	60	100.0
Formal education						
College graduate	14	28.6	35	71.4	49	100.0
Some college	27	41.5	38	58.5	65	100.0
High school or less	36	38.7	57	61.3	93	100.0
Size of departments						
Small	30	47.6	33	52.4	63	100.0
Medium	21	46.7	24	53.3	45	100.0
Large	26	25.7	75	74.3	101	100.0

Sex.--Males had a tendency to feel that the study manuals were more related to their work and responsibility than did the females (Table 5). However, both sexes indicated a low relationship in this regard (59.7 per cent for males and 64.5 per cent for females).

Years of experience in public health.--Table 5 points out that regardless of the years of experience in public health, the participants felt that the study manuals seldom related to their areas of work and responsibility. But there were some major differences. Approximately 75 per cent of those with 2-9 years of experience and only 56.7 per cent of those with more than 10 years experience felt the same. In other words, as the number of years of experience in public health increased, the more the participants felt that a relationship existed.

Formal education.--Regardless of their educational level, the participants indicated that the relationship of the manuals to their areas of work and responsibility could be improved (Table 5). Approximately 71 per cent of the college graduates felt this way, while about 60 per cent of the other two groups indicated the same.

Size of departments.--About one-half of the participants employed in small and medium sized health departments stated that the manuals usually related to their areas of work and responsibility (Table 5). However, only one-fourth of those employed in large health departments felt this way.

Frequency of Television Programs Providing New and Useful Information

Six characteristics related to Alabama public health workers were examined in relation to the frequency with which they felt that the

television programs provided them with new and useful information. These are presented in Table 6.

Discipline.--Table 6 shows that about 71 per cent of the secretaries, nurses, and sanitarians felt that the television programs presented new and useful information. The big difference was in the various disciplines that comprised the "other" group where only 57.6 per cent indicated the same feeling.

Age.--Table 6 indicates that those participants over 35 years of age (76.4 per cent) were more inclined to state that the television programs usually provided new and useful information than did those under 35 years of age (59.5 per cent).

Sex.--Males had a tendency to feel that the television programs usually provided new and useful information more often than did the females (Table 6). However, the percentage differential was small (72.1 to 67.4).

Years of experience in public health.--Table 6 points out that those participants with 10 or more years of experience in public health felt that the television programs usually provided new and useful information more often than did those with less than 10 years. Again the percentage differential was small.

Formal education.--The lower the educational level, the greater the tendency for the participants to feel that the television programs usually provided new and useful information (Table 6). The range was from 65.3 per cent for those with a college degree to 72.3 per cent for those with no college experience.

Size of department.--As shown by Table 6, those participants employed by small health departments were more inclined to feel that the

TABLE 6.--A comparison of selected variables and the frequency of television programs providing Alabama public health workers with useful information

Variables	Frequency of Providing Useful Information					
	Usually		Seldom		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Discipline						
Secretary	55	70.5	23	29.5	78	100.0
Nurse	25	71.4	10	28.6	35	100.0
Sanitarian	28	73.7	10	26.3	38	100.0
Other	19	57.6	14	42.4	33	100.0
Age						
Under 35	50	59.5	34	40.5	84	100.0
35 and over	94	76.4	29	23.6	123	100.0
Sex						
Male	44	72.1	17	27.9	61	100.0
Female	95	67.4	46	32.6	141	100.0
Years of experience in public health						
Less than 2	51	68.9	23	31.1	74	100.0
2-9	40	66.7	20	33.3	60	100.0
10 or more	42	72.4	16	27.6	58	100.0
Formal education						
College graduate	32	65.3	17	34.7	49	100.0
Some college	44	67.7	21	32.3	65	100.0
High school or less	68	72.3	26	27.7	94	100.0
Size of department						
Small	50	79.4	13	20.6	63	100.0
Medium	31	70.5	13	29.5	44	100.0
Large	63	69.2	38	41.8	91	100.0

television programs provided new and useful information than did those employed by medium and large sized health departments. Approximately 80 per cent of those employed by small health departments stated that this usually was the case as compared with about 70 per cent of the other two groups.

Frequency of Television Programs Relating to Participants' Areas of Work and Responsibility

Six characteristics relative to Alabama public health workers were examined in relation to the frequency with which they felt that the television programs related to their areas of work and responsibility. These are presented in Table 7.

Discipline.--Table 7 indicates that nurses were much more inclined to feel that the television programs usually related to their area of work and responsibility than did the other disciplines. Sixty per cent of the nurses felt this way, while only 44.9 per cent of the secretaries, 44.7 per cent of the sanitarians, and 41.9 per cent of the "other" category did likewise.

Age.--Those participants 35 years of age and older were much more inclined to feel that the television programs related to their areas of work and responsibility than did those less than 35 (Table 7). Only thirty-one per cent of those less than 35 responded in this manner, while 55.3 per cent of those 35 and over indicated that this relationship existed.

Sex.--As shown by Table 7, sex did not appear to be a factor in the frequency with which the participants felt that the study manuals related to their areas of work and responsibility. About 45 per cent of both sexes indicated that this relationship usually occurred.

TABLE 7.--A comparison of selected variables and the frequency with which Alabama public health workers stated that the television programs related to their work and responsibilities

Variables	Frequency of Relationship					
	Usually		Seldom		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Discipline						
Secretary	35	44.9	43	55.1	78	100.0
Nurse	21	60.0	14	40.0	35	100.0
Sanitarian	17	44.7	21	55.3	38	100.0
Other	13	41.9	18	58.1	31	100.0
Age						
Under 35	26	31.0	58	69.0	84	100.0
35 and over	68	55.3	55	44.7	123	100.0
Sex						
Male	27	44.3	34	55.7	61	100.0
Female	66	46.8	75	53.2	141	100.0
Years of experience in public health						
Less than 2	30	40.5	44	59.5	74	100.0
2-9	24	40.0	36	60.0	60	100.0
10 or more	30	51.7	28	48.3	58	100.0
Formal education						
College graduate	18	36.7	31	63.3	49	100.0
Some college	32	49.2	33	50.8	65	100.0
High school or less	44	46.8	50	53.2	94	100.0
Size of department						
Small	35	55.6	28	44.4	63	100.0
Medium	24	54.5	20	45.5	44	100.0
Large	35	34.7	66	65.3	101	100.0

Years of experience in public health.--Table 7 points out that those participants with less than 10 years of experience (about 40 per cent) did not feel that the television programs usually related to their areas of work and responsibility as often as did those with 10 or more years of experience (51.7 per cent).

Formal education.--Table 7 indicates that those participants with a college degree did not feel that the television programs usually related to their areas of work and responsibility as often as did those without a college degree. Only 36.7 per cent of those with a college degree stated that the programs usually related to their work, while almost half of those without a college degree reacted the same.

Size of department.--Table 7 shows that over one-half of the participants employed by small and medium sized departments indicated that the television programs usually related to their work, while only 34.7 per cent of those employed by large health departments felt the same.

Appropriateness of Program Topics Presented

Six characteristics related to Alabama public health workers were examined relative to the frequency with which they felt that the topics presented were appropriate to public health workers. These are presented in Table 8.

Discipline.--Table 8 indicates that the significant thing was that about three-fourths of all disciplines usually felt that the topics presented were appropriate. There were some differences, with the "other" category indicating this most often, followed by secretaries, nurses, and sanitarians respectively.

TABLE 8.--A comparison of selected variables and the frequency of appropriateness of program topics to public health as stated by Alabama public health workers

Variables	Frequency of Appropriateness					
	Usually		Seldom		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Discipline						
Secretary	60	76.9	18	23.1	78	100.0
Nurse	26	74.3	9	25.7	35	100.0
Sanitarian	27	73.0	10	27.0	37	100.0
Other	26	81.3	6	18.7	32	100.0
Age						
Under 35	57	69.5	25	30.5	82	100.0
35 and over	101	81.5	23	18.5	124	100.0
Sex						
Male	47	78.3	13	21.7	60	100.0
Female	106	75.2	35	24.8	141	100.0
Years of experience in public health						
Less than 2	54	75.0	18	25.0	72	100.0
2-9	44	73.3	16	26.7	60	100.0
10 or more	46	78.0	13	22.0	59	100.0
Formal education						
College graduate	39	81.2	9	18.8	48	100.0
Some college	45	69.2	20	30.8	65	100.0
High school or less	73	78.5	20	21.5	93	100.0
Size of department						
Small	50	80.6	12	19.4	62	100.0
Medium	38	84.4	7	15.6	45	100.0
Large	70	70.0	30	30.0	100	100.0

Age.--Those participants 35 years of age and older were more inclined to feel that the topics presented were appropriate to public health (Table 8). Approximately 81 per cent of those 35 and over stated that the topics were usually appropriate, while only 69.5 per cent of those under 35 indicated the same.

Sex.--As shown by Table 8, there was very little difference as to both sexes' feeling of the frequency of appropriateness of the topics presented. About three-fourths of each sex indicated that the topics usually were appropriate.

Years of experience in public health.--Table 8 shows that there was a slight tendency for those participants with 10 or more years of experience to feel that the topics were more appropriate than did those with less than 10 (78 per cent compared to approximately 74 per cent).

Formal education.--Table 8 points out that those participants with a college degree or no college experience at all were more inclined to feel that the topics were appropriate than did those who had some college experience but had not attained a Bachelor's Degree. Percentage of responses in the "usually" category was 81.2 for those that were college graduates, 69.2 for those with some college, and 78.5 for those with a high school diploma or less.

Size of department.--As shown by Table 8, participants employed by small or medium sized departments were more inclined to feel that the topics presented were appropriate for public health workers. Seventy per cent of the participants from large sized departments indicated that the topics presented were usually appropriate as compared to 80.6 per cent of those from small departments and 84.4 per cent of those from medium sized departments.

Frequency of Participation in Discussion Periods

Six characteristics of Alabama public health workers were examined in relation to the frequency in which they participated in the group discussion periods. These are presented in Table 9.

Discipline.--Table 9 shows that there were some differences in the participation pattern of the various disciplines in the discussion periods. Approximately 71 per cent of the nurses stated that they usually participated in the discussion periods as compared with 64.9 per cent of the sanitarians, 61.3 per cent of the "other" category, and 56.4 per cent of the secretaries.

Age.--As presented in Table 9, age appeared to be a factor in the frequency participation in the discussion sessions. Approximately 65 per cent of those participants over 35 years of age indicated that they usually participated in the discussion session, while only 49.4 per cent of those under 35 did the same.

Sex.--Table 9 indicates that males had a slight tendency over females to participate more often in the discussion periods (62.7 per cent compared with 58.2 per cent).

Years of experience in public health.--As shown by Table 9, the more years of experience participants possessed in public health, the more inclined they were to participate in the discussion sessions. Approximately 43.7 per cent of those with less than 2 years of experience, 60 per cent of those with 2-9 years of experience, and 67.8 per cent of those with 10 or more years indicated this trend.

Formal education.--Table 9 points out that the level of education of the participants had an effect on the frequency of participation in

TABLE 9.--A comparison of selected variables and the frequency of participation in the discussion periods as stated by Alabama public health workers

Variables	Frequency of Participation					
	Usually		Seldom		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Discipline						
Secretary	44	56.4	34	43.6	78	100.0
Nurse	25	71.4	10	28.6	35	100.0
Sanitarian	24	64.9	13	35.1	37	100.0
Other	19	61.3	12	38.7	31	100.0
Age						
Under 35	40	49.4	41	50.6	81	100.0
35 and over	81	65.3	43	34.7	124	100.0
Sex						
Male	37	62.7	22	37.3	59	100.0
Female	82	58.2	59	41.8	141	100.0
Years of experience in public health						
Less than 2	31	43.7	40	56.3	71	100.0
2-9	36	60.0	24	40.0	60	100.0
10 or more	40	67.8	19	32.2	59	100.0
Formal education						
College graduate	28	59.6	19	40.4	47	100.0
Some college	41	63.1	24	36.9	65	100.0
High school or less	52	55.9	41	44.1	93	100.0
Size of department						
Small	48	77.4	14	22.6	62	100.0
Medium	26	57.8	19	42.2	45	100.0
Large	47	47.5	52	52.5	99	100.0

discussion sessions. Approximately 60 per cent of the college graduates, 63.1 per cent of those with some college, and 55.9 per cent of those with a high school diploma or less indicated this trend.

Size of departments.--As shown by Table 9, the smaller the size of the health department in which participants were employed, the more inclined they were to participate in the discussion sessions. Only 47.5 per cent of those participants employed in large departments indicated that they usually participated, while this increased to 57.8 per cent for those participating in medium sized departments, and 77.4 per cent of those participating in small health departments.

Frequency of Discussion Periods Being Educational

Six characteristics relative to Alabama public health workers were examined in relation to the frequency with which they felt the discussion periods were educational. These are presented in Table 10.

Discipline.--Table 10 shows that there was not much difference in the frequency with which the participants felt the discussion periods were educational, with the exception of the "other" category. Approximately 63 per cent of the nurses, secretaries, and sanitarians indicated that this usually occurred, while only 56.3 per cent of the "other" category indicated the same.

Age.--Table 10 indicates that those participants 35 years of age and older felt that the discussion periods were educational more than did those under 35 (68.5 per cent as compared with 52.4 per cent).

Sex.--Table 10 points out that 66.7 per cent of the males felt that the discussion sessions were usually educational, and 61 per cent of the females did the same.

TABLE 10--A comparison of selected variables and the frequency with which Alabama public health workers stated that the discussion periods were educational

Variables	Frequency of Being Educational					
	Usually		Seldom		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Discipline						
Secretary	49	62.8	29	37.2	78	100.0
Nurse	23	65.7	12	34.3	35	100.0
Sanitarian	23	62.2	14	37.8	37	100.0
Other	18	56.3	14	43.7	32	100.0
Age						
Under 35	43	52.4	39	47.6	82	100.0
35 and over	85	68.5	39	31.5	124	100.0
Sex						
Male	40	66.7	20	33.3	60	100.0
Female	86	61.0	55	39.0	141	100.0
Years of experience in public health						
Less than 2	41	56.9	31	43.1	72	100.0
2-9	34	56.7	26	43.3	60	100.0
10 or more	43	72.9	16	27.1	59	100.0
Formal education						
College graduate	25	52.1	23	47.9	48	100.0
Some college	40	61.5	25	38.5	65	100.0
High school or less	63	67.7	30	32.3	93	100.0
Size of departments						
Small	42	67.8	20	32.2	62	100.0
Medium	31	68.9	14	31.1	45	100.0
Large	56	56.0	44	44.0	100	100.0

Years of experience in public health.--As shown by Table 10, those participants with 10 or more years of experience indicated that the discussion sessions were educational more often than did those with less than 10 years (72.9 per cent for the former and about 57 per cent for the latter).

Formal education.--Table 10 indicates that as the level of education increased, the frequency for the discussion sessions being educational decreased. Responding in the "usually" category were 52.1 per cent of the college graduates, 61.5 per cent of those with some college, and 67.7 per cent of those with a high school diploma or less.

Size of department.--Table 10 shows that those participants employed by small and medium sized departments felt that the discussion sessions were educational more frequently than did those employed by large health departments. About 68 per cent of the small and medium sized department participants responded in this manner, while only 56 per cent of those employed in large departments did the same.

Frequency of Discussion Periods Relating to Participants' Areas of Work and Responsibility

Six characteristics relating to Alabama public health workers were examined in relation to the frequency with which they felt that the discussion periods related to their areas of work and responsibility. These are presented in Table 11.

Discipline.--Table 11 shows that nurses appeared to feel that the discussion periods were more frequently related to their area of work and responsibility than did the other disciplines. Slightly over one-half of the secretaries, sanitarians, and the "other" category stated

TABLE 11.--A comparison of selected variables and the frequency with which Alabama public health workers felt that the discussion periods were related to their work and responsibilities

Variable	Frequency of Relationship					
	Usually		Seldom		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Discipline						
Secretary	41	53.2	36	46.8	77	100.0
Nurse	26	74.3	9	25.7	35	100.0
Sanitarian	19	51.4	18	48.6	37	100.0
Other	18	56.3	14	43.7	32	100.0
Age						
Under 35	45	55.6	36	44.4	81	100.0
35 and over	71	57.3	53	42.7	124	100.0
Sex						
Male	35	58.3	25	41.7	60	100.0
Female	79	56.4	61	43.6	140	100.0
Years of experience in public health						
Less than 2	37	52.0	34	42.0	71	100.0
2-9	34	56.7	26	43.3	60	100.0
10 or more	37	62.7	22	37.3	59	100.0
Formal education						
College graduate	26	54.2	22	45.8	48	100.0
Some college	38	58.5	27	41.5	65	100.0
High school or less	52	56.5	40	43.5	92	100.0
Size of departments						
Small	36	59.0	25	41.0	61	100.0
Medium	30	66.7	15	33.3	45	100.0
Large	52	51.0	50	49.0	102	100.0

that the discussion periods were usually related to their work, while the percentage of the nurses responding in this manner increased to 74.3.

Age.--Age did not appear to be a factor in the frequency with which the participants felt that the discussion periods were related to their areas of work and responsibility. Both age groups placed around 56 per cent in the "usually" category (Table 11).

Sex.--As shown by Table 11, sex did not appear to be a factor as to the frequency with which the participants felt that the discussion periods related to their work and responsibility. Approximately 57 per cent of both sexes indicated that this was the usual occurrence.

Years of experience in public health.--Table 11 indicates that as the participants' tenure in public health increased the frequency with which they felt that the discussion sessions were related to their areas of work and responsibility increased. Fifty-two per cent of those with less than two years of experience indicated that they felt that the discussion periods were usually related to their work and responsibility. This increased to 56.7 per cent of those with 2 to 9 years of experience, and 62.7 per cent of those with 10 or more years of experience.

Formal education.--Table 11 points out there appeared to be little relationship between the level of education of the participants and the frequency with which they felt that the discussion periods related to their work and responsibility. A little over half of each educational level indicated that this usually occurred.

Size of department.--Table 11 shows that the size of health departments in which the participants were employed had an effect on the frequency with which they felt the discussion periods related to

their work and responsibility. Fifty-one per cent of the participants from large health departments indicated that this relationship usually occurred. This increased to 59 per cent for those employed by small departments and 66.7 per cent of those employed by medium sized departments.

Benefit Received from Participating in the Program

Six characteristics relating to Alabama public health workers were examined in relation to whether they were satisfied or dissatisfied with the benefit they had received from participating in the Continuing Education Program. These are presented in Table 12.

Discipline.--Almost 89 per cent of the nurses indicated that they were satisfied with the benefit they received from participating in the programs (Table 12). This was followed by 84.2 per cent of the sanitarians, 80.8 per cent of the secretaries, and 78.8 per cent of the "other" category.

Age.--Table 12 indicates that there was a tendency for those participants 35 years of age and older to be more satisfied with the benefit received from participating in the programs than those under 35 years of age (85.5 per cent as compared to 79.8 per cent).

Sex.--Table 12 points out that 87.1 per cent of the males indicated that they were satisfied with the benefit they received from participating in the programs as compared with 81.6 per cent of the females.

Years of experience in public health.--As shown by Table 12, 85.1 per cent of those participants with less than 2 years of public health experience indicates that they were satisfied with the benefit

TABLE 12.--A comparison of selected variables and whether Alabama public health workers stated they were satisfied or dissatisfied with the benefit received from participating in the continuing education program

Variable	Satisfaction with Program					
	Satisfied		Dissatisfaction		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Discipline						
Secretary	63	80.8	15	19.2	78	100.0
Nurse	31	88.6	4	11.4	35	100.0
Sanitarian	32	84.2	6	15.8	38	100.0
Other	26	78.8	7	21.2	33	100.0
Age						
Under 35	67	79.8	17	20.2	84	100.0
35 and over	106	85.5	18	14.5	124	100.0
Sex						
Male	54	87.1	8	12.9	62	100.0
Female	115	81.6	26	18.4	141	100.0
Years of experience in public health						
Less than 2	63	85.1	11	14.9	74	100.0
2-9	48	80.0	12	20.0	60	100.0
10 or more	49	83.1	10	16.9	59	100.0
Formal education						
College graduate	38	77.6	11	22.4	49	100.0
Some college	56	86.2	9	13.8	65	100.0
High school or less	79	84.0	15	16.0	94	100.0
Size of department						
Small	58	93.5	4	6.5	62	100.0
Medium	34	75.6	11	24.4	45	100.0
Large	82	80.4	20	19.6	102	100.0

they had received from participating in the programs. Eighty per cent of those with 2 to 9 years of experience and 83.1 per cent of those with 10 or more years of experience responded in this manner.

Formal education.--Approximately 86 per cent of those participants with some college education indicated that they were satisfied with the experience received from participating in the programs. Eighty-four per cent of those with a high school diploma or less and 77.6 per cent of those with a college degree responded in this manner (Table 12).

Size of department.--Table 12 indicates that the size of department in which the participants were employed was a factor in whether they were satisfied with the benefit received from participating in the programs. Approximately 93 per cent of those participants from small departments indicated their satisfaction. This was followed by 80.4 per cent of those from large health departments and 75.6 of those from medium sized health departments.

Reaction Towards Television Programs, Study Manuals, and Discussion Sessions Constituting an Effective Learning Experience

Six characteristics of Alabama public health workers were examined in relation to the statement that television programs, study manuals, and discussion sessions constitute an effective learning experience. These are presented in Table 13.

Discipline.--Table 13 points out that about 85 per cent of the nurses and "other" category agreed that the television programs, study manuals, and discussion sessions constituted an effective learning

TABLE 13.--A comparison of selected variables and the reaction of Alabama public health workers to the statement that television programs, study manuals and group discussion sessions constitute an effective learning experience

Variable	Reaction							
	Agree		Undecided		Disagree		Total	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Discipline								
Secretary	58	75.3	13	16.9	6	7.8	77	100.0
Nurse	30	85.7	3	8.6	2	5.7	35	100.0
Sanitarian	29	76.3	6	15.8	3	7.9	38	100.0
Other	28	84.8	4	12.1	1	3.1	33	100.0
Age								
Under 35	62	73.8	15	17.9	7	8.3	84	100.0
35 and over	103	83.7	14	11.4	6	4.9	123	100.0
Sex								
Male	51	82.3	8	12.9	3	4.8	62	100.0
Female	111	79.3	20	14.3	9	6.4	140	100.0
Years of experience in public health								
Less than 2	59	79.7	11	14.9	4	5.4	74	100.0
2-9	45	75.0	11	18.3	4	6.7	60	100.0
10 or more	49	83.0	6	10.2	4	6.8	59	100.0
Formal education								
College graduate	40	81.6	8	16.3	1	2.1	49	100.0
Some college	50	76.9	10	15.4	5	7.7	65	100.0
High school or less	75	80.7	11	11.8	7	7.5	93	100.0
Size of department								
Small	54	87.1	7	11.3	1	1.6	62	100.0
Medium	36	81.8	5	11.4	3	6.8	44	100.0
Large	76	74.5	17	16.7	9	8.8	102	100.0

experience. About 75 per cent of the secretaries and sanitarians reacted in the same manner.

Age.--As shown by Table 13, 83.7 per cent of those participants 35 years of age and over agreed that a combination of television programs, study manuals, and discussion sessions constituted an effective learning experience. Only 73.8 per cent of those under 35 agreed with the same statement.

Sex.--Table 13 indicates that sex was not a factor in whether the participants felt that the combination of television programs, study manuals, and discussion sessions constituted an effective learning experience. Approximately 82 per cent of the males and 79.3 per cent of the females agreed with the statement.

Years of experience in public health.--Table 13 shows that 83 per cent of those participants with 10 or more years of experience felt that a combination of the television programs, study manuals, and discussion sessions constituted an effective learning experience. This was followed by 79.7 per cent of those with less than 2 years of experience and 75 per cent of those with 2 to 9 years of experience.

Formal education.--Table 13 indicates that the level of education of the participants had little effect on whether they felt that a combination of television programs, study manuals, and discussion sessions constituted an effective learning experience. Approximately 81.6 per cent of the college graduates, 76.9 per cent of those with some college, and 80.6 of those with no college experience felt that this combination did constitute an effective learning experience.

Size of department.--As shown in Table 13, as the size of the department in which the participants were employed increased, their agreement with the statement that the television programs, study manuals, and discussion sessions constituted an effective learning experience decreased. Approximately 87.1 per cent of the participants from small departments agreed, while only 81.8 per cent of those from medium sized departments and 74.5 of those from large departments did so.

Educational Television Recommended as a Means of Conducting Programs for Public Health

Six characteristics related to Alabama public health workers were examined in relation to whether the participants felt that educational television should be recommended as a means of conducting continuing education programs for public health workers. These are presented in Table 14.

Discipline.--Table 14 shows that agreement to the statement that educational television should be recommended as a means for conducting programs for public health workers received its greatest support from the "other" category (87.8 per cent). This was followed by nurses (82.9 per cent), sanitarians (76.3 per cent) and secretaries (74.4 per cent).

Age.--As the age of the participants increased so did the concensus of agreement that educational television should be recommended as a means of conducting programs for public health workers. Nearly 85 per cent of those participants 35 years of age and older agreed to this statement as compared to 73.8 per cent of those under 35 years (Table 14).

TABLE 14.--A comparison of selected variables and the reaction of Alabama public health workers to the statement that educational television should be recommended as a useful way of conducting programs for public health workers

Variable	Reaction							
	Agree		Undecided		Disagree		Total	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Discipline								
Secretary	58	74.4	15	19.2	5	6.4	78	100.0
Nurse	29	82.9	5	14.3	1	2.8	35	100.0
Sanitarian	29	76.3	7	18.4	2	5.3	38	100.0
Other	29	87.8	2	6.1	2	6.1	33	100.0
Age								
Under 35	62	73.8	15	17.9	7	8.3	84	100.0
35 and over	105	84.7	15	12.1	4	3.2	124	100.0
Sex								
Male	50	80.6	8	12.9	4	6.5	62	100.0
Female	112	79.4	23	16.3	6	4.3	141	100.0
Years of experience in public health								
Less than 2	57	77.0	11	14.9	6	8.1	74	100.0
2-9	48	80.0	11	18.3	1	1.7	60	100.0
10 or more	49	83.0	8	13.6	2	3.4	59	100.0
Formal education								
College graduate	42	85.7	4	8.2	3	6.1	49	100.0
Some college	47	72.3	14	21.5	4	6.2	65	100.0
High school or less	77	81.9	13	13.8	4	4.3	94	100.0
Size of department								
Small	52	83.9	7	11.3	3	4.8	62	100.0
Medium	38	84.4	6	13.4	1	2.2	45	100.0
Large	77	75.5	18	17.6	7	6.9	102	100.0

Sex.--Sex did not appear to be a factor (Table 14). Approximately 80 per cent of both sexes indicated their agreement as to recommending educational television as a means of conducting programs for public health workers.

Years of experience in public health.--Table 14 shows that there was a slight tendency for the participants' agreement with the statement that educational television should be recommended as a means of conducting programs for public health workers to increase as the participants' number of years of experience increased. Seventy-seven per cent of those with less than 2 years of experience, 80 per cent of those with 2 to 9 years of experience, and 83 per cent of those with more than 10 years of experience agreed with the statement.

Formal education.--Table 14 shows that 85.7 per cent of those with a college degree felt that educational television should be recommended as a means for providing programs for public health workers. This was followed by 81.9 per cent of those with a high school diploma or less and 72.3 per cent of those with some college experience.

Size of department.--Table 14 indicates that the participants from small and medium sized health departments were more inclined to feel that educational television should be recommended as a means of conducting educational programs for public health workers than were those from large departments. Approximately 84 per cent of the former and 75.5 per cent of the latter felt this way.

Enthusiasm Towards Participating in the Next Series of Programs

Six characteristics relative to Alabama public health workers were examined in relation to the enthusiasm of the participants towards

participating in the next series of programs. These are presented in Table 15.

Discipline.--Table 15 shows that there was a difference in the amount of enthusiasm the various disciplines had towards participating in the next series of programs. Approximately 74 per cent of the nurses indicated much enthusiasm. They were followed by secretaries (68.9 per cent), sanitarians (62.2 per cent), and "others" (54.5 per cent).

Age.--As shown by Table 15, the enthusiasm towards participating in the next series of programs increased as the age of the participants increased. Only 55.4 per cent of those under 35 years of age indicated high enthusiasm. This increased to 72.4 per cent for those 35 years of age and older.

Years of experience in public health.--Table 15 shows that those participants with 10 or more years of experience were slightly more enthusiastic about further participation than those with less than 10 years (69 per cent as compared with approximately 64 per cent).

Formal education.--Table 15 indicates that the participants' enthusiasm towards the next series of programs was affected by their level of education. As the level of education increased, the enthusiasm decreased. Seventy per cent of those with a high school diploma or less indicated a high degree of enthusiasm as compared to 63.1 per cent for those with some college and 60 per cent for those with a college degree.

Size of department.--Table 15 shows that as the size of the health department in which the participants were employed increased, the enthusiasm towards participating in the next series of programs decreased. Seventy-nine per cent of the participants employed by small

TABLE 15.--A comparison of selected variables and the enthusiasm of Alabama public health workers toward participating in the next series of continuing education programs

Variables	Enthusiasm					
	Much		Little		Total	
	Number	Per cent	Number	Per cent	Number	Per cent
Discipline						
Secretary	51	68.9	23	31.1	74	100.0
Nurse	26	74.3	9	25.7	35	100.0
Sanitarian	23	62.2	14	37.8	37	100.0
Other	18	54.5	15	45.5	33	100.0
Age						
Under 35	46	55.4	37	44.6	83	100.0
35 and over	89	72.4	34	27.6	123	100.0
Sex						
Male	42	70.0	18	30.0	60	100.0
Female	90	63.8	51	36.2	141	100.0
Years of experience in public health						
Less than 2	47	64.4	26	35.6	73	100.0
2-9	38	63.3	22	36.7	60	100.0
10 or more	40	69.0	18	31.0	58	100.0
Formal education						
College graduate	29	60.4	19	39.6	48	100.0
Some college	41	63.1	24	36.9	65	100.0
High school or less	65	70.0	28	30.0	93	100.0
Size of department						
Small	49	79.0	13	21.0	62	100.0
Medium	29	64.4	16	35.6	45	100.0
Large	58	58.0	42	42.0	100	100.0

health departments were enthusiastic towards participating in the next series of programs. This was followed by 64.4 per cent of those employed by medium sized departments and 58 per cent of those employed by large health departments.

Whether the Participants Now Possessed a Better Understanding of Their Job

Six characteristics related to Alabama public health workers were examined in relation to whether they felt that they possessed a better understanding of their job as a result of participating in the Continuing Education Program. These are presented in Table 16.

Discipline.--There were some differences by discipline as to whether they felt that they now possessed a better understanding of their job as a result of participating in the Continuing Education Program. Seventy-one per cent of the sanitarians agreed that this was true. This was followed by 60.8 per cent of the secretaries, 54.3 per cent of the nurses, and 45.4 per cent of the "other" category (Table 16).

Age.--As shown by Table 16, age of the participants appeared to be a factor as to whether they felt that they now possessed a better understanding of their jobs. Only 45.6 per cent of those participants under 35 felt that this was the case; however, this increased to 68.6 per cent of those 35 years of age and older.

Sex.--Table 16 shows that 63.9 per cent of the males felt that they now possessed a better understanding of their job as compared with 56.6 per cent of the females giving the same indication.

TABLE 16.--A comparison of selected variables and the reaction of Alabama public health workers to the statement that as a result of the continuing education program, they now possessed a better understanding of their job

Variables	Reaction							
	Agree		Undecided		Disagree		Total	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Discipline								
Secretary	45	60.8	16	21.6	13	17.6	74	100.0
Nurse	19	54.3	6	17.1	10	28.6	35	100.0
Sanitarian	27	71.0	5	13.2	6	15.8	38	100.0
Other	15	45.4	9	27.3	9	27.3	33	100.0
Age								
Under 35	37	45.6	22	27.2	22	27.2	81	100.0
35 and over	83	68.6	18	14.9	20	16.5	121	100.0
Sex								
Male	39	63.9	12	19.7	10	16.4	61	100.0
Female	77	56.6	28	20.6	31	22.8	136	100.0
Years of experience in public health								
Less than 2	38	52.8	24	33.3	10	13.9	72	100.0
2-9	35	59.3	9	15.3	15	25.4	59	100.0
10 or more	36	63.2	7	12.3	14	24.5	57	100.0
Formal education								
College graduate	25	52.1	10	20.8	13	27.1	48	100.0
Some college	33	54.1	16	26.2	12	19.7	61	100.0
High school or less	61	67.0	15	16.5	15	16.5	91	100.0
Size of department								
Small	45	71.4	11	17.5	7	11.1	63	100.0
Medium	26	63.4	5	12.2	10	24.4	41	100.0
Large	49	49.6	25	25.2	25	25.2	99	100.0

Years of experience in public health.--Table 16 indicates that the longer the tenure of the participants in public health, the more likely they were to feel that they now possessed a better understanding of their job. Of those with less than 2 years of experience, 52.8 per cent responded in this manner. This was followed by 59.3 per cent of those with 2 to 9 years of experience, and 63.2 per cent of those with 10 or more years of experience.

Formal education.--Table 16 points out that as the level of education increased, the tendency for the participants to feel that they now possessed a better understanding of their job decreased. Sixty-seven per cent of the participants with a high school diploma indicated that they better understood their job after participating in the programs. This was reduced to 54.1 per cent for those with some college experience and 52.1 per cent for those with a college degree.

Size of department.--As shown by Table 16, the tendency for the participants to feel that they now possessed a better understanding of their job decreased as the size of the health department in which they were employed increased. Of those participants employed by small health departments, 71.4 per cent indicated that they now better understood their job. This decreased to 63.4 per cent of those employed by medium sized departments and to 49.6 per cent of those employed by large departments.

Whether Participants Now Possessed a Better Understanding of the Work of Other Staff Members

Six characteristics related to Alabama public health workers were examined in relation to whether they now felt that they possessed

a better understanding of the work of other staff members. These are presented in Table 17.

Discipline.--Over three-fourths of all the disciplines indicated that they now possessed a better understanding of the work of other staff members (Table 17). However, there were some differences. Approximately 91 per cent of the "other" category indicated that this was true. This was followed by 84.2 per cent of the sanitarians, 82.9 per cent of the nurses, and 76.6 per cent of the secretaries.

Age.--Table 17 points out that those participants 35 years of age and over were more inclined to feel that they now possessed a better understanding of the work of other staff members than were those under 35 years of age (88.6 per cent as compared to 75.6 per cent).

Sex.--Table 17 shows that 88.5 per cent of the males felt that they now possessed a better understanding of the work of other staff members as compared with 81.3 per cent of the females.

Years of experience in public health.--As shown by Table 17, the participants with 10 or more years of experience had a tendency to feel that they now possessed a better understanding of the work of other staff members more so than did those with less than 10 years (86.2 per cent to approximately 72 per cent).

Formal education.--Table 17 shows that there were some differences as to whether the participants now possessed a better understanding of the work of other staff members when analyzed by level of education. Over three-fourths of all three groups felt that they now better understood the work of fellow staff members. However, this varied from 93.6 per cent of those with a college degree to 76.6 per cent

TABLE 17.--A comparison of selected variables and the reaction of Alabama public health workers to the statement that as a result of the continuing education program, they now possessed a better understanding of the work of other staff members

Variables	Reaction							
	Agree		Undecided		Disagree		Total	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Discipline								
Secretary	59	76.6	11	14.3	7	9.1	77	100.0
Nurse	29	82.9	4	11.4	2	5.7	35	100.0
Sanitarian	32	84.2	2	5.3	4	10.5	38	100.0
Other	30	90.9	1	3.0	2	6.1	33	100.0
Age								
Under 35	62	75.6	11	13.4	9	11.0	82	100.0
35 and over	109	88.6	8	6.5	6	4.9	123	100.0
Sex								
Male	54	88.5	3	4.9	4	6.6	61	100.0
Female	113	81.3	15	10.8	11	7.9	139	100.0
Years of experience in public health								
Less than 2	60	83.3	7	9.7	5	7.0	72	100.0
2-9	49	81.7	7	11.7	4	6.6	60	100.0
10 or more	50	86.2	3	5.2	5	8.6	58	100.0
Formal education								
College graduate	44	93.6	2	4.3	1	2.1	47	100.0
Some college	49	76.6	8	12.5	7	10.9	64	100.0
High school or less	78	83.9	9	9.7	6	6.4	93	100.0
Size of department								
Small	50	79.4	5	7.9	8	12.7	63	100.0
Medium	39	90.8	2	4.6	2	4.6	43	100.0
Large	83	83.0	12	12.0	5	5.0	100	100.0

of those with some college and 83.9 per cent of those with no college experience.

Size of department.--Table 17 points out that participants from medium sized departments felt that they now better understood the work of other staff members than did those from small or large departments. Approximately 91 per cent of those employed by medium sized departments felt that they now better understood fellow staff members' jobs. This decreased to 83 and 79.4 per cent for those employed by large and small health departments respectively.

Whether Participants Were Now Providing Better Services to Clients

Six characteristics related to Alabama public health workers were examined relative to whether they felt that they were now providing better services to their clientele. The results are presented in Table 18.

Discipline.--Table 18 shows that 67.6 per cent of the sanitarians felt that they were now providing better services to their clientele as a result of participating in the Continuing Education Program. This decreased to 58.6 per cent for the "other" category, 57.5 per cent for the secretaries, and 51.4 per cent for the nurses.

Age.--As shown by Table 18, age appeared to be a factor as to whether the participants felt that they were now providing better services to their clients. Only 45.7 per cent of those under 35 years of age felt that they were now providing better services, while this increased to 66.4 per cent for those 35 years of age and older.

Sex.--Nearly 67 per cent of the males felt that they were now providing better services to their clientele (Table 18). This decreased to 54.1 per cent for females.

TABLE 18.--A comparison of selected variables and the reaction of Alabama public health workers to the statement that as a result of the continuing education program, they now were providing better services to clients

Variables	Reaction							
	Agree		Undecided		Disagree		Total	
	Number	Per cent	Number	Per cent	Number	Per cent	Number	Per cent
Discipline								
Secretary	42	57.5	17	23.3	14	19.2	73	100.0
Nurse	18	51.4	11	31.4	6	17.2	35	100.0
Sanitarian	25	67.6	8	21.6	4	10.8	37	100.0
Other	17	58.6	5	17.2	7	24.2	29	100.0
Age								
Under 35	37	45.7	24	29.6	20	24.7	81	100.0
35 and over	79	66.4	26	21.8	14	11.8	119	100.0
Sex								
Male	40	66.7	13	21.7	7	11.6	60	100.0
Female	73	54.1	37	27.4	25	18.5	135	100.0
Years of experience in public health								
Less than 2	38	52.8	24	33.3	10	13.9	72	100.0
2-9	30	51.7	16	27.6	12	20.7	58	100.0
10 or more	38	67.8	9	16.1	9	16.1	56	100.0
Formal education								
College degree	26	56.5	9	19.6	11	23.9	46	100.0
Some college	34	56.7	20	33.3	6	10.0	60	100.0
High school or less	56	62.2	21	23.3	13	14.5	90	100.0
Size of department								
Small	43	70.5	10	16.4	8	13.1	61	100.0
Medium	25	61.0	10	24.4	6	14.6	41	100.0
Large	49	49.5	30	30.3	20	20.2	99	100.0

Years of experience in public health.--As noted in Table 18, the inclination for the participants to feel that they were now providing better services to their clients increased as their years of experience increased. Approximately 52 per cent of those participants with less than 10 years of experience felt this way. This increased to 67.8 per cent for those with 10 or more years of experience.

Formal education.--Table 18 shows that 62.2 per cent of those participants with a high school diploma or less felt that they were now providing better services to their clients as compared with about 56.6 per cent of those with some college experience or a college degree.

Size of department.--Table 18 shows that as the size of health department in which the participants were employed increased, the tendency to feel that better services were being provided to their clients decreased. The percentages were 70.5 for the small, 61.0 for the medium, and 49.5 for the large health departments.

CHAPTER IV

SUMMARY AND CONCLUSIONS

Background

The purpose of this research was to study the Alabama public health workers who participated in the state-wide continuing education programs for the 1967-68 year. More specifically, the purpose was to ascertain their reactions to operational and attitudinal questions relative to the program. It was further concerned with analyzing these responses in regards to discipline, age, sex, years of experience in public health, formal education, and size of health department in which employed.

Methodology

The data used in this study were obtained during the Summer of 1968 from the Alabama public health workers participating in the Continuing Education Program.

The data were obtained from a 20 per cent sample of the more than 1600 public health workers in the state. Every fifth name was selected from an alphabetical list of the employees. A questionnaire was constructed to obtain the information needed for this research. A total

of 291 out of 383 questionnaires were returned or 76 per cent. Data were analyzed using the facilities of the Jefferson County Health Department, Birmingham, Alabama, and Memphis State Computer Center.

Due to inhibiting factors, the data were not subjected to a statistical test of significance.

Findings

Item Data

In general, Alabama public health participants usually:

1. Read the study manuals prior to the television broadcasts (77 per cent).
2. Felt that the study manuals correlated with the television programs (67.1 per cent).
3. Felt that the study manuals provided new and useful information (66.8 per cent).
4. Found the study manuals easy to read and understand (90.9 per cent).
5. Looked forward to receiving the study manuals (59 per cent).
6. Preferred to participate in the morning (59.5 per cent).
7. Felt that the television programs provided new and useful information (69.2 per cent).
8. Found the television programs easy to understand (83.3 per cent).
9. Felt that the thirty minute television programs were about the right length (91.9 per cent).
10. Felt that the television programs should be shown less frequently than once a week (56.5 per cent).
11. Felt that the television speakers presented their information and materials adequately (70.4 per cent).

12. Felt that the visual aids used in the television programs were adequate (64.7 per cent).

13. Felt that the topics selected were appropriate (76.3 per cent).

14. Felt that the television speakers were well prepared (85.4 per cent).

15. Participated actively in the discussion periods (58.7 per cent).

16. Felt that the discussion periods were informative and educational (62.3 per cent).

17. Felt that the discussion periods were related to their work and responsibilities (56.3 per cent).

18. Felt that the seating arrangement during the discussion periods was conducive to encourage participation (67.5 per cent).

19. Felt that the Continuing Education Program had been beneficial to them (83.3 per cent).

20. Felt that the combination of study manuals, television programs, and discussion periods constituted an effective learning experience (79.8 per cent).

21. Felt that educational television should be recommended for conducting programs for public health workers (79.9 per cent).

22. Looked forward to participating in the next series of programs (65.7 per cent).

23. Felt that they now better understood their job as a result of the Continuing Education Program (only 20.7 per cent disagreed).

24. Felt that they now possessed a better understanding of the work of other staff members as a result of participating in the Continuing Education Program (only 7.3 per cent disagreed).

25. Felt that they were now providing better services to their clientele as a result of participating in the Continuing Education Program (only 16.9 per cent disagreed).

26. Looked forward to viewing the television programs each week (51.7 per cent).

In general, Alabama public health workers seldom:

1. Felt that the study manuals related to their areas of work and responsibility (63.2 per cent).

2. Felt that the television programs related to their areas of work and responsibility (54.4 per cent).

3. Felt that the notes taken by the recorder were referred to during the discussion periods (80.5 per cent).

Comparison of Certain Item Data with Other Selected Variables

Eighteen items selected from the questionnaire were compared with the following characteristics of public health workers: (1) discipline; (2) age; (3) sex; (4) years of experience in public health; (5) formal education; and (6) size of health department in which the participants were employed.

The findings that will be presented by item are generalizations interpreted by the writers. However, the writers wish to stress again that the data were not subjected to statistical significant tests; therefore, these are purely conjectures on their part.

1. Number of programs in which Alabama public health workers participated.--The following generalizations were made with respect to the characteristics of public health workers:

a. Discipline: Sanitarians tended to participate the most and secretaries the least.

b. Age: Those workers 35 years of age and older tended to participate more often than those under 35.

c. Sex: Males participated more often than did females.

d. Years of experience in public health: The more years of experience in public health the employees had, the more often they participated.

e. Formal education: Those with no college experience participated more than those with college experience.

f. Size of departments: Those employed by small health departments participated more frequently than did those employed by medium and large departments.

2. Frequency with which the participants read the study manuals.--The following generalizations were made with respect to the characteristics of Alabama public health workers:

a. Discipline: Very little difference.

b. Age: Those 35 years of age and older read the manuals more often than did those under 35.

c. Sex: No apparent difference.

d. Years of experience in public health: Those with 2 or more years of experience tended to read the manuals more often than did those with less than 2 years.

e. Formal education: There was a slight tendency for those with no college experience to read the manuals more often than those with some college training.

f. Size of department: No apparent difference.

3. Frequency with which the participants felt that the manuals correlated with the television programs.--The following generalizations were made with regards to the personal characteristics of public health workers:

a. Discipline: Nurses felt that this was true the most with little difference among the other disciplines.

b. Age: Those 35 years of age and older felt that the correlation existed more frequently than did those under 35.

c. Sex: Females felt that the manuals and television programs correlated more often than did males.

d. Years of experience in public health: Those with ten or more years of experience tended to feel that this correlation existed more than did those with less than 10.

e. Formal education: No apparent difference.

f. Size of department: The larger the health department, the more often the participants felt that the manuals and television programs were highly correlated.

4. Frequency with which the participants felt that the study manuals provided new and useful information.--The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: Nurses and secretaries felt that the manuals provided new and useful information more frequently than the others.

b. Age: No apparent difference.

c. Sex: No apparent difference.

d. Years of experience in public health: The more years of experience the participants had in public health, the less inclined they were to feel that the manuals provided new and useful information.

e. Formal education: Those with no college training felt that the manuals provided new and useful information more than did those with some college training.

f. Size of department: Participants employed by small health departments felt that the manuals provided new and useful information more than did those employed by medium and large departments.

5. Frequency with which the participants felt that the study manuals related to their areas of work and responsibility.--The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: Nurses felt that the manuals were related to their work and responsibility more often than did the other disciplines. Secretaries felt that this relationship existed the least.

b. Age: Those participants 35 years of age and older felt that the manuals related to their areas of work and responsibility more often than did those under 35.

c. Sex: Males tended to feel that the manuals related to their work more frequently than did females.

d. Years of experience in public health: The more years of experience the participants had in public health, the more frequently they felt that the study manuals were related to their areas of work and responsibility.

e. Formal education: Those with a college degree were less inclined to feel that the manuals related to their areas of work and responsibility than did those without a college degree.

f. Size of department: Participants employed by large health departments were less inclined to feel that the manuals related to their areas of work and responsibility than those employed by small and medium sized departments.

6. Frequency with which the television programs provided the participants with useful information.--The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: No apparent difference between nurses, sanitarians and secretaries.

b. Age: Those participants 35 years of age and older felt that the television programs provided useful information more frequently than did those under 35.

c. Sex: Males tended to feel that the television programs provided useful information more often than did the females.

d. Years of experience in public health: There was a slight tendency for those participants with 10 or more years of experience to feel that the television programs provided useful information more often than did those with less than 10.

e. Formal education: There was a tendency for the participants to feel that the television programs provided useful information more often as the level of their education decreased.

f. Size of department: Those participants employed by small health departments felt that the television programs provided useful information more often than did those employed by medium and large departments.

7. Frequency with which the participants felt that the television programs related to their work and responsibility.--The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: Nurses felt that the television programs related to their work and responsibility more frequently than did the other disciplines.

b. Age: Those participants 35 years of age and older felt that the television programs related to their work and responsibility more often than did those under 35.

c. Sex: No apparent difference.

d. Years of experience in public health: Those participants with 10 or more years of experience felt that the television programs related to their work and responsibility more frequently than did those with less than 10 years.

e. Formal education: Those participants with a college degree felt that the television programs related to their work and responsibility more frequently than did those that did not possess a college degree.

f. Size of department: Participants employed by small and medium sized departments felt that the television programs related to their work and responsibility more than did those employed by large departments.

8. Frequency of appropriateness of program topics to public health.--The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: No apparent difference.

b. Age: Those participants 35 years of age and over felt that the topics were appropriate more frequently than did those under 35.

c. Sex: No apparent difference

d. Years of experience in public health: Very little difference.

e. Formal education: Those participants with some college experience were less inclined to feel that the topics selected were appropriate than did those with no college experience or those with a college degree.

f. Size of department: Participants employed by small and medium sized departments were more inclined to feel that the topics selected were appropriate than were those employed by large departments.

9. Frequency of participation in the discussion periods.--

The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: Nurses participated most frequently in the discussion sessions, followed by sanitarians, "others", and secretaries respectively.

b. Age: Those participants 35 years of age and older participated in the discussion periods more often than did those under 35

c. Sex: Males had a slight tendency to participate in the discussion periods more often than females.

d. Years of experience in public health: The more years of experience possessed by the participants, the more frequent the participation in the discussion sessions.

e. Formal education: Those participants with some college experience had a tendency to participate in the discussion periods more often than did those with no college experience.

f. Size of department: As the size of the department in which the participants were employed increased, the frequency of participation in the discussion sessions decreased.

10. Frequency of discussion sessions being educational.--

The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: Very little difference.

b. Age: Those participants 35 years of age and older felt that the discussion sessions were educational more often than did those under 35.

c. Sex: Males tended to feel that the discussion sessions were educational more often than did the females.

d. Years of experience in public health: Those participants with less than 10 years experience in public health were less inclined to feel that the discussion sessions were educational than were those with 10 or more years of experience.

e. Formal education: As the level of education increased, the frequency of feeling that the discussion sessions were educational decreased.

f. Size of departments: Those participants employed by small and medium sized departments were more inclined to feel that the discussion sessions were educational than were those employed by large departments.

11. Frequency with which the participants felt that the discussion sessions were related to their work and responsibility.--The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: Nurses were much more inclined to feel that the discussion periods were related to their work and responsibility than were the other disciplines.

b. Age: No apparent difference.

c. Sex: No apparent difference.

d. Years of experience in public health: As the number of years of experience by the participants increased, the frequency with which the participants felt that the discussion sessions were related to their work and responsibility increased.

e. Formal education: No apparent difference.

f. Size of department: Those participants employed by small and medium sized health departments were more inclined to feel that the discussion sessions were related to their work and responsibility than were those employed by large departments.

12. Satisfaction or dissatisfaction of participants with the benefits received from participating in the Continuing Education

Program.--The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: Nurses were the most inclined to be satisfied with the benefits received from participating in the Continuing Education Program, followed by sanitarians, secretaries, and "others."

b. Age: Those participants 35 years of age and older had a tendency to be more satisfied with the benefits received from participating in the Continuing Education Program than those under 35.

c. Sex: Males tended to be more satisfied with the benefits received from participating in the Continuing Education Program than did the females.

d. Years of experience in public health: Very little difference.

e. Formal education: Those participants with a college degree were less inclined to be satisfied with the benefits received from participating in the Continuing Education Program than were those without a college degree.

f. Size of department: Participants employed by small health departments were more satisfied with the benefits received from participating in the Continuing Education Program than were those employed by medium and large health departments.

13. Whether participants felt that television programs, study manuals, and group discussion sessions constitute an effective learning experience.--The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: Nurses and "others" more frequently felt that the combination of television programs, study manuals, and group discussion sessions constituted an effective learning experience than did secretaries and sanitarians.

b. Age: Those participants 35 years of age and older more frequently felt that the combination of television programs, study manuals, and discussion sessions constituted an effective learning experience than did those under 35.

c. Sex: Very little difference.

d. Years of experience in public health: Very little difference with an inconsistent pattern.

e. Formal education: Very little difference.

f. Size of department: As the size of the department in which the participants were employed increased, the frequency with which they felt that the combination of television programs, study manuals, and discussion sessions constituted an effective learning experience decreased.

14. Whether participants felt that educational television should be recommended as a useful way of conducting programs for public health workers.--The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: The "other" category of participants were most inclined to recommend educational television as a means for conducting programs for public health workers. They were followed by nurses, sanitarians, and secretaries.

b. Age: Those participants 35 years of age and older were more inclined to recommend educational television as a means for conducting programs for public health workers than were those under 35.

c. Sex: No apparent difference.

d. Years of experience in public health: There was a slight trend in the direction of an increase in years of experience in public health resulting in an increased tendency to recommend educational television as a means of conducting programs for public health workers.

e. Formal education: Those participants with a college degree were the most inclined to recommend educational television as a means of conducting programs for public health workers, followed by those with a high school diploma or less and then those with some college experience.

f. Size of department: Those participants employed by small and medium sized health departments were more inclined to recommend educational television as a means of conducting programs for public health workers than were those employed by large health departments.

15. Enthusiasm of participants toward participating in the next series of programs.--The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: The highest degree of enthusiasm towards participating in the next series of programs was exhibited by the nurses, followed by secretaries, sanitarians, and "others."

b. Age: Those participants 35 years of age and older were much more enthusiastic towards further participation in the programs than those under 35.

c. Sex: Males were more enthusiastic than were females concerning further participation in the programs.

d. Years of experience in public health: Not too much difference.

e. Formal education: As the level of education increased, the enthusiasm towards participation in the next series of programs decreased.

f. Size of department: As the size of health department in which the participants were employed increased, the degree of enthusiasm towards participating in the next series of programs decreased.

16. Whether participants felt that as a result of participating in the Continuing Education Programs, they now possessed a better understanding of their job.--The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: Sanitarians were the most inclined to feel that they now possessed a better understanding of their job as a result of participating in the Continuing Education Program. They were followed by secretaries, nurses, and "other" respectively.

b. Age: Those participants 35 years of age and older felt that they now possessed a better understanding of their job as a result of participating in the Continuing Education Program more often than did those under 35.

c. Sex: Males were more inclined than females to feel that they now possessed a better understanding of their job as

a result of participating in the Continuing Education Program.

d. Years of experience in public health: As the years of experience possessed by the participants increased, their feeling of now possessing a better understanding of their job as a result of participating in the Continuing Education Program increased.

e. Formal education: As the level of education of the participants declined, the feeling of now possessing a better understanding of their job as a result of participating in the Continuing Education Program increased.

f. Size of department: As the size of the department in which the participants were employed increased, the feeling of now possessing a better understanding of their job as a result of participating in the Continuing Education Program decreased.

17. Whether participants now possessed a better understanding of the work of other staff members.--The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: The participants in the "other" category were most inclined to feel that they now possessed a better understanding of the work of other staff members. They were followed by sanitarians, nurses, and secretaries respectively.

b. Age: Those participants 35 years of age and older were more inclined to feel that they now possessed a better understanding of the work of other staff members than those under 35.

c. Sex: Males were more inclined than females to feel that they now possessed a better understanding of the work of other staff members.

d. Years of experience in public health: There was a slight tendency for those participants with 10 or more years experience in public health to feel that they now possessed a better understanding of the work of other staff members more often than did those with less than 10.

e. Formal education: Those participants with a college degree were more inclined to feel that they now possessed a better understanding of the work of other staff members than were those without a college degree.

f. Size of department: Those participants employed by medium sized health departments were the most inclined to feel that they now possessed a better understanding of the work of other staff members. They were followed by those participants employed by large and small departments respectively.

18. Whether participants were now providing better services to their clientele as a result of participating in the Continuing Education Program.--The following generalizations were made with regards to the personal characteristics of Alabama public health workers:

a. Discipline: Sanitarians felt that they were now providing better services to their clients more often than the other disciplines. They were followed by "others," secretaries, and nurses.

b. Age: Those participants 35 years of age and over were more inclined to feel that they were now providing better services to their clientele than did those under 35.

c. Sex: Males felt that they were now providing better services to their clients more often than did females.

d. Years of experience in public health: Those participants with 10 or more years of experience in public health more often felt that they were now providing better services to their clients than did those with less than 10 years.

e. Formal education: Those participants with no college experience were slightly more inclined to feel that they now were providing better services to their clientele than did those with some college experience.

f. Size of department: As the size of health department in which the participants were employed increased, the feeling that they were now providing better services to their clientele decreased.

Conclusions

The following conclusions were made based on the data presented in this study:

1. The participants generally were very positive in their attitude towards the Continuing Education Program after one year of operation.

2. The participants felt that some improvement could be made in regards to the relationship of the television programs and study manuals to their areas of work and responsibility.

3. The participants felt that the notes taken by the recorder were seldom referred to during the discussion sessions, which would raise some pertinent questions in regards to future training sessions.

4. All of the six characteristics of public health workers (discipline, age, sex, years of experience in public health, formal education, size of department) tended to be associated with some of the items selected from the questionnaire. Due to the absence of statistical significant tests, no further comments will be made regarding these.

APPENDICES

APPENDIX A

REACTION OF ALABAMA PUBLIC HEALTH OFFICERS TO SELECTED ITEMS IN THE QUESTIONNAIRE

ITEM	CATEGORY	NUMBER	PER CENT
1. Number of programs in which participated	21-30	7	77.8
	11-20	1	11.1
	10 or less	1	11.1
	TOTAL	9	100.0
2. Frequency of reading the study manuals	Usually	8	88.9
	Seldom	1	11.1
	TOTAL	9	100.0
3. Frequency of correlation between study manuals and television programs	Usually	6	66.7
	Seldom	3	33.3
	TOTAL	9	100.0
4. Frequency of study manuals providing new and useful information	Usually	6	66.7
	Seldom	3	33.3
	TOTAL	9	100.0
5. Frequency of relationship between study manuals and areas of work and responsibility	Usually	9	100.0
	Seldom	0	0.0
	TOTAL	9	100.0
6. Frequency of television programs providing useful information	Usually	7	77.8
	Seldom	2	22.2
	TOTAL	9	100.0
7. Frequency of television programs relating to their work and responsibility.	Usually	7	77.8
	Seldom	2	22.2
	TOTAL	9	100.0
8. Frequency of appropriateness of program topics	Usually	9	100.0
	Seldom	0	0.0
	TOTAL	9	100.0
9. Frequency of participation in the discussion period	Usually	6	66.7
	Seldom	3	33.3
	TOTAL	9	100.0
10. Frequency of feeling that the discussion periods were educational	Usually	8	88.9
	Seldom	1	11.1
	TOTAL	9	100.0

ITEM		CATEGORY	NUMBER	PER CENT
11.	Frequency of discussion periods relating to their work and responsibility	Usually	8	88.9
		Seldom	1	11.1
		TOTAL	9	100.0
12.	Whether satisfied or dissatisfied with benefits received from participating with Continuing Education Programs	Satisfied	9	100.0
		Dissatisfied	0	0.0
		TOTAL	9	100.0
13.	Reaction to statement that television programs, study manuals, and group discussion sessions constitute an effective learning experience	Agree	9	100.0
		Undecided	0	0.0
		Disagree	0	0.0
		TOTAL	9	100.0
14.	Reaction to statement that educational television should be recommended as a useful way of conducting programs for public health workers	Agree	9	100.0
		Undecided	0	0.0
		Disagree	0	0.0
		TOTAL	9	100.0
15.	Enthusiasm towards participating in the next series of programs	Much	9	100.0
		Little	0	0.0
		TOTAL	9	100.0
16.	Reaction to statement that as a result of participating in the Continuing Education Program, they now possessed a better understanding of their job	Agree	7	77.8
		Undecided	2	22.0
		Disagree	0	0.0
		TOTAL	9	100.0
17.	Reaction to statement that as a result of participating in the Continuing Education Program, they now possessed a better understanding of the work of other staff members	Agree	9	100.0
		Undecided	0	0.0
		Disagree	0	0.0
		TOTAL	9	100.0

ITEM	CATEGORY	NUMBER	PER CENT
18. Reaction to statement that as a result of participating in the Continuing Education Program, they now were providing better services to their clientele.	Agree	8	88.9
	Undecided	1	11.1
	Disagree	0	0.0
	TOTAL	9	100.0

APPENDIX B

Southern Branch
American Public Health Association

This questionnaire on the ETV Continuing Education Project of Southern Branch, APHA has been designed for the purpose of obtaining your opinion and other basic information relevant to this program.

Your cooperation in answering the questions below is greatly appreciated and we wish to stress the fact that your responses will not be revealed. We have deliberately chosen this method in order to encourage your absolute freedom and honesty in responding.

There are no right or wrong answers to the statements below. People will usually have different opinions about the statements and our inquiry is designed solely to find out how you feel about them. The effort will be entirely wasted unless you give us your honest opinion.

Please answer each question to the best of your ability without asking for interpretation of the statement. If you do not understand a statement entirely, use your best judgment in selecting your response.

Again, may we state our appreciation for your cooperation.

Thank you!

YOUR NAME NOT NECESSARY

Your Health Department_____ County Population_____ approx.

Number of Employees: 1-4___; 5-9___; 10-14___; 15-19___; 20-29___; 30-49___; 50 or more___.

Your Title_____

Your Field of Work or Discipline:

Secretary	_____	Laboratory Worker	_____	Nutritionist	_____
Clerk	_____	Health Educator	_____	Public Health Dentist	_____
Nurse	_____	Health Officer	_____	Veterinary Medicine	_____
Sanitarian	_____	Statistician	_____	Maintenance	_____
				Other_____ Name	

Your Age: under 25____; 25-34_____; 35-44_____; 45-64_____; 65 and over_____.

Sex: Male_____. Female_____.

Years of experience in public health: Less than one____; 1-2____; 2-3____; 3-4____; 4-5____; 5-9____; 10-14____; 15-19____; 20-29____; 30-39____; 40-49____; 50 or more__

Your Education:

Elementary School Graduate	Yes_____	No_____
High School Graduate	Yes_____	No_____
Business College Graduate	Yes_____	No_____
Junior College Graduate	Yes_____	No_____
College Graduate	Yes_____	No_____-- Degree & major_____
Professional School Graduate	Yes_____	No_____-- Type_____
Graduate School Graduate	Yes_____	No_____-- Degree & major_____

Other_____

PLEASE CIRCLE YOUR RESPONSES OR FILL IN WHERE INDICATED.

1. Have you been present at <u>any</u> of the ETV programs and discussion periods sponsored by Southern Branch, APHA during September 1967 and May 1968?

   1. Yes 2. No

   <u>NOTE</u>: If you <u>were not present at any</u> ETV programs or discussion periods, STOP HERE. Please return your questionnaire in the self-addressed envelope and return to Southern Branch, APHA.

2. If you did participate, how often. (There were 30 sessions).

   1. 21-30 2. 11-20 3. 6-10 4. 5 or less

3. Was there one or more TV sets in your Health Department?

   1. Yes 2. No How many: 1 2 3 4 5 or more

4. Did your Health Department purchase the TV set?

   1. Yes 2. No 3. Don't Know

5. If your Health Department did not purchase a TV set, how was it obtained?

   1. on loan from staff
   2. purchased by staff
   3. donated by a voluntary health agency
   4. donated by a service club
   5. other: List_____

6. Does the Health Department TV have an outdoor antenna?

   1. Yes 2. No 3. Don't Know

7. Is your Health Department TV receiving programs on cable?

   1. Yes 2. No 3. Don't Know

8. What is the approximate size of the Health Department TV screen?

   1. 23 inch 2. 21 inch 3. 19 inch 4. 14 inch 5. 12 inch

9. How often did the TV work properly?

   1. All time 2. Most time 3. Sometime 4. None

10. Was the TV set operated in the

    1. Auditorium 2. Conference Room 3. Office 4. Lounge 5. Other_____
                                                                Name

11. Approximately how many individuals usually viewed the TV programs at the time you were present?

    1. Less than 5 2. 5-9 3. 10-19 4. 20-50 5. More than 50

12. Did you have your discussion periods in the same room that you viewed the TV programs?

    1. Yes 2. No

13. Could you hear the TV sound clearly?

    1. All time 2. Most time 3. Sometime 4. None

14. Was the TV picture clear and observable?

    1. All time 2. Most time 3. Sometime 4. None

15. Was the ventilation in the TV room adequate?

    1. All time 2. Most time 3. Sometime 4. None

16. Were there enough chairs or seats during the presentations?

    1. All time 2. Most time 3. Sometime 4. None

17. Was the lighting in the meeting room during the TV programs too bright?

    1. All time 2. Most time 3. Sometime 4. None

18. Were the study manuals (colored brochures on each topic) received on time for advanced reading?

    1. All time 2. Most time 3. Sometime 4. None

19. Did you read the study manuals prior to the TV programs?

    1. All time 2. Most time 3. Sometime 4. None

20. Do you feel the study manuals correlated well with the TV programs?

    1. All time 2. Most time 3. Sometime 4. None

21. Did the study manuals provide you with new and useful information?

    1. All time 2. Most time 3. Sometime 4. None

22. Did you find the study manuals related to your areas of work and responsibilities?

    1. All time 2. Most time 3. Sometime 4. None

23. Did you find the study manuals easy to read and understand?

    1. All time 2. Most time 3. Sometime 4. None

24. Did you look forward to receiving the study manuals?

    1. All time 2. Most time 3. Sometime 4. None

25. Did you find the color, printing, paper and layout of the study manuals attractive?

    1. All time 2. Most time 3. Sometime 4. None

26. Was an introduction to the topic made by the discussion leader prior to the TV programs?

    1. All time 2. Most time 3. Sometime 4. None

27. If you had introductions prior to the TV programs, did you find them helpful?

    1. All time 2. Most time 3. Sometime 4. None

28. Were all introductions made by the same person?

    1. All time 2. Most time 3. Sometime 4. None

29. Did the person making the introduction appear well prepared?

    1. All time 2. Most time 3. Sometime 4. None

30. Do you prefer the TV programs to be shown in the

    1. Early morning 2. Late morning 3. Early afternoon
    4. Late afternoon

31. Were you required to attend the educational sessions (TV and discussion periods)?

    1. All time 2. Most time 3. Sometime 4. None

32. Do you feel the TV programs provided you with useful information?

    1. All time 2. Most time 3. Sometime 4. None

33. Do you feel the TV programs related to your work and responsibilities?

    1. All time 2. Most time 3. Sometime 4. None

34. Did you find the TV programs easy to understand?

    1. All time 2. Most time 3. Sometime 4. None

35. Did you look forward each week to viewing the TV program?

    1. All time 2. Most time 3. Sometime 4. None

36. Do you feel that on the average the thirty-minute TV programs were:

    1. Too long 2. About right 3. Too short

37. Do you feel the TV programs scheduled for September, 1968, through May, 1969, should be shown

    1. Once a week 2. Every two weeks 3. Once a month

38. Do you feel the TV speakers presented their information and materials adequately?

    1. All time 2. Most time 3. Sometime 4. None

39. Do you feel the visual aids used in the TV programs were adequate?

    1. All time 2. Most time 3. Sometime 4. None

40. Do you feel the topics selected were appropriate?

    1. All time 2. Most time 3. Sometime 4. None

41. Do you feel that the TV speakers were well prepared?

    1. All time 2. Most time 3. Sometime 4. None

42. Did you have discussion sessions following each TV program?

    1. All time 2. Most time 3. Sometime 4. None

43. Did you participate actively in the discussion periods?

    1. All time 2. Most time 3. Sometime 4. None

44. Do you feel the discussion periods were informative and educational?

    1. All time 2. Most time 3. Sometime 4. None

45. Were the discusion periods held for thirty minutes?

    1. All time 2. Most time 3. Sometime 4. None

46. Do you feel the discussion periods are related to your work and responsibilities?

    1. All time 2. Most time 3. Sometime 4. None

47. Were the discussion periods led by different individuals?

    1. All time 2. Most time 3. Sometime 4. None

48. Were the discussion periods well attended?

    1. All time 2. Most time 3. Sometime 4. None

49. Were you required to attend the discussion periods?

    1. All time 2. Most time 3. Sometime 4. None

50. Do you feel the seating arrangement during the discussion periods helped people to participate in the discussions?

    1. All time 2. Most time 3. Sometime 4. None

51. Did most staff members speak and participate actively in the discussion periods?

    1. All time 2. Most time 3. Sometime 4. None

52. Did a recorder take notes during the discussion periods?

    1. All time 2. Most time 3. Sometime 4. None

53. Were the notes taken by the recorder referred to during the discussion periods?

    1. All time 2. Most time 3. Sometime 4. None

54. In general, do you feel that this Continuing Education program has been beneficial to you?

    1. Very satisfied 2. Moderately satisfied 3. Moderately dissatisfied
    4. Very dissatisfied

55. Do you feel that the combination of the study manual, TV program and discussion period is an effective learning experience?

    1. Strongly agree 2. Agree 3. Undecided 4. Disagree
    5. Strongly disagree

56. Do you feel that educational TV should be recommended as a useful way of conducting programs for public health workers?

    1. Strongly agree 2. Agree 3. Undecided 4. Disagree
    5. Strongly disagree

57. Do you look forward to participating in the next series of Continuing Education ETV programs?

    1. Very much 2. Pretty much 3. Slightly 4. Very little

58. What program do you remember as being the best of the past year?_____

    _____

59. What program do you remember as being the poorest of the past year?_____

    _____

60. What educational session do you feel helped you most in your work?_____

    _____

61. Did you serve as a recorder?

    1. Yes 2. No 3. How many times:_____

62. Did you serve as a discussion leader?

    1. Yes 2. No 3. How many times:_____

63. Did you serve as a resource person?

    1. Yes 2. No 3. How many times:_____

64. Did you serve as a group coordinator?

    1. Yes 2. No

65. As a result of the Continuing Education Program, I have a better understanding of my job.

    1. Strongly agree 2. Agree 3. Undecided 4. Disagree

    5. Strongly disagree

66. As a result of the Continuing Education Program, I have a better understanding of the work of other staff members.

    1. Strongly agree 2. Agree 3. Undecided 4. Disagree

    5. Strongly disagree

67. As a result of the Continuing Education Program, I am providing better services to clients and/or the health department.

    1. Strongly agree 2. Agree 3. Undecided 4. Disagree

    5. Strongly disagree

ADD ANY ADDITIONAL COMMENTS:

_____

_____

_____

_____

_____

Thank you.

APPENDIX C

APHA
SOUTHERN BRANCH

Date

Dear Colleague,

You have been selected to participate in a state-wide survey on the ETV Continuing Education Project sponsored by the Alabama State Department of Health, Alabama Public Health Association and the Southern Branch, American Public Health Association.

Your cooperation in completing the enclosed questionnaire will be of great value to us in better serving public health workers in Alabama, as well as, in other states.

Your name is not needed, however, we do need all questionnaires completed and returned to make the survey effective.

The questionnaire can be completed in about ~~ten~~ 20 minutes.

Your responses to these questions are <u>important</u> and we look forward to receiving them.

We thank you in advance for your cooperation.

Sincerely,

Frederick W. Hering
Executive Secretary

FWH/rj

Enclosure

P. S. Please return the questionnaire in the enclosed self-addressed envelope. – No ~~stamp~~ postage needed

THE AMERICAN PUBLIC HEALTH ASSOCIATION Southern Branch
1025 SOUTH 18th STREET • BIRMINGHAM, ALABAMA 35205 • PHONE 205—323-8775

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Director, Southern Regional Office
FREDERICK W. HERING, M.S.P.H.

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APPENDIX D

APHA
SOUTHERN BRANCH

19 July 1968

T H A N K Y O U ! Alabama Public Health Workers! --- for sending in <u>your</u> completed survey form on the ETV Continuing Education Project.

Over fifty-six percent (56%+) of those selected to participate in the survey responded . . . in less than a week! WE THANK YOU!

W E N E E D 100 %

If you have <u>not</u> responded will you <u>please</u> mail us yours T O D A Y - - - - it's important to the success of next year's program.

YOUR cooperation is appreciated by Alabama Public Health workers and us!

THANK YOU AGAIN!

Sincerely,

FREDERICK W. HERING
Executive Secretary

FWH/cib

THE AMERICAN PUBLIC HEALTH ASSOCIATION *Southern Branch*
1025 SOUTH 18th STREET • BIRMINGHAM, ALABAMA 35205 • PHONE 205—323-8775

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37th Annual Meeting of Southern Branch • American Public Health Association, Oklahoma City, Oklahoma, May 21-23, 1969

1 August 1968

SOUTHERN BRANCH

C O N G R A T U L A T I O N S ! . . . . . and thank you for telling us how you feel about the

CONTINUING EDUCATION ETV PROJECT . . . . .

Over 70% told us:

----- how often they prefer the programs

----- the time of day they want to participate

----- if programs were too long or short

----- whether the programs helped them at work

----- if discussion periods were of value

----- other valuable information

ERIC Clearinghouse
FEB 18 1971
on Adult Education

W E N E E D <u>100%</u>

<u>IF</u> you have not sent in your questionnaire, please help us --- and your fellow Alabama Public Health workers --- by sending in <u>YOURS</u> today. We need your response.

Thank you for your cooperation.

Sincerely,

Fred Hering

FWH/cib

FREDERICK W. HERING
Executive Secretary

P.S. - Even if you did not see all (or even any) of the programs, please send us your questionnaire. IT'S IMPORTANT!!!

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